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City of Linden
Union County, New Jersey

18941

OFFICE OF CITY CLERK
CITY HALL - 301 N. WOOD AVENUE
LINDEN, NEW JERSEY 07036
474-8452

VAL D. IMBRIACO, CMC, CMR, RMC

July 19, 2000

Mayor John T. Gregorio
President of Council Robert F. Bunk

MEMBERS OF THE EMPLOYEE CONTRACT
NEG. & LABOR RELATIONS COMM.:
Thomas Boland, Chairman
Ralph Strano

City Attorney Edward J. Kologi
City Treasurer Joseph S. Suliga
AFL-CIO, CLC Local 32
Gregory Feeney, Neg.

Public Works Department
Shop Steward
James G. Venditto


Gentlemen:

Enclosed is a certified copy of the following resolution, which was passed by the Council at its meeting held July 18, 2000:

**A RESOLUTION AUTHORIZING THE EXECUTION OF AN
AGREEMENT BETWEEN THE CITY OF LINDEN AND OFFICE
PROFESSIONAL EMPLOYEES INTERNATIONAL UNION,
AFL-CIO, CLC LOCAL 32 FORMERLY KNOWN AS PESU
LOCAL 702 (PUBLIC WORKS UNIT) ALSO
REFERRED TO AS THE 'UNION'.**

Also enclosed is a copy of the agreement for the period January 1, 1998 to December 31, 2000, relative thereto.

In accordance with Section 8.2 of the New Jersey Employer-Employee Relations Act, as amended, N.J.S.A. 34:13A-8.1, a copy of the Agreement is being filed with the Public Sector Librarian, Rutgers University.

Very truly yours,

Val D. Imbriaco
City Clerk
VDI:lm
Enclosure

cc: Public Sector Librarian, IMLR Library, Rutgers University, Ryders Lane and
Clifton Avenue, New Brunswick, New Jersey 08903
Public Works Superintendent
Dorf & Dorf, P.C., 2376 St. Georges Avenue, Rahway, New Jersey 07065

16.

A RESOLUTION AUTHORIZING THE EXECUTION OF AN
AGREEMENT BETWEEN THE CITY OF LINDEN AND OFFICE &
PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, AFL-CIO,
CLC LOCAL 32, FORMERLY KNOWN AS PESU LOCAL 702, (PUBLIC
WORKS UNIT) ALSO REFERRED TO AS THE "UNION"

WHEREAS, on April 20, 1999, the Governing Body passed a Resolution approving the Agreement between the Office & Professional Employees International Union, AFL-CIO, CLC Local 32, formerly known as PESU Local 702, (Public Works Unit) and the City of Linden for the period January 1, 1998 through December 30, 2000; and

WHEREAS, subsequent thereto, further negotiations between the parties resulted in modifications to said Agreement;

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF LINDEN that the aforesaid Agreement as modified be and hereby is approved; and

BE IT FURTHER RESOLVED that the Mayor and the City Clerk are directed and empowered to execute said Agreement on behalf of the City of Linden.

PASSED: July 18, 2000

*Amendment
Last 5 pgs.*



AGREEMENT

BETWEEN

CITY OF LINDEN

AND

PUBLIC EMPLOYEE'S SERVICE UNION, LOCAL #702
(DEPARTMENT OF PUBLIC WORKS)

JANUARY 1, 1998 TO DECEMBER 31, 2000

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ARTICLE I
RECOGNITION

A. The CITY hereby recognizes the Union as the exclusive representative within the meaning of N.J.S.A.34:13A-1.1, et seq., as amended, for all full-time employees and permanent part-time employees who work twenty (20) or more hours per week in the bargaining unit in the titles listed in Schedule A excluding supervisors, managerial executives, professional employee, confidential employees, supervisors within the meaning of the Act, clerical employees, craft employees, police and fire employees and all other employees of the City.

B. Supervisors and other excluded personnel shall not be permitted to perform work normally performed by employees covered by this Agreement except for purposes of instruction or in cases of emergency.

C. The term "employee" as used herein shall be defined to include the plural as well as the singular and to include females as well as males.

D. The City agrees that it will not contract out or assign substitutes to any work if such work can be done by the employees in the bargaining unit within the time such work is required to be completed. The City will, however, contract for snow removal, flood control, specialty work that cannot be performed by reason of employee skills or proper equipment, and for reasons of efficiency or economy.

E. The City shall not employ any contractor(s) except emergency and specialty work while employee(s) are on lay-off, nor shall employee(s) be laid off if any contractor(s) are performing work associated to the bargaining unit, so long as the laid off employee(s) are qualified to perform this work.

4. To hire all employees, and subject to the provisions of law to determine their qualifications and conditions of continued employment, or assignment, and to promote and transfer employees.
5. To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for just cause.
6. To lay-off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient or for other legitimate reason(s).
7. The City reserves the right with regard to all other conditions of employment, specifically not reserved, to make changes as are necessary or desirable for the efficient and effective operation of the City.

B. In the exercise of the foregoing rights, responsibilities, duties, authority and powers of the City, the adoption of policies, practices, rules and regulations and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms conform with the laws and Constitution of New Jersey and of the United States.

C. Nothing contained herein shall be construed to deny or restrict the City of its rights, responsibilities and authority under R.S. 40A, or any other national, state, county or local laws or regulations.

ARTICLE IV
GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement.

2. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Union.

B. Definition

The term "grievance" as used herein means the interpretation, application or violation of this Agreement and may be raised by an individual, the Union or on behalf of an individual or individuals, or the City. The sole remedy available to any employee for any alleged breach of this Agreement or any alleged violation of his rights hereunder, shall be pursuant to the grievance and arbitration procedure.

C. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

STEP ONE:

An aggrieved employee or employees of the City shall institute action in writing

arbitration with the Public Employment Relations Commission (PERC) within fifteen (15) days after receipt of the Department Head's answer to Step Two.

1. The arbitrator shall be selected in accordance with the rules and regulations of the Public Employment Relations Commission.
2. The arbitrator shall conduct a hearing and shall render his decision in writing with findings of fact and conclusions.
3. The arbitrator shall not add to, subtract from, modify or amend this Agreement in any way.
4. Only one (1) issue or grievance may be submitted to an arbitrator unless the parties agree otherwise.
5. The cost of the arbitrator will be borne equally by the Union and the City and all other expenses incurred by either side, including the presentation of witnesses, will be borne by the side incurring same.

D. In the event the aggrieved appeals his grievance to the Department of Personnel, the matter shall be withdrawn from the grievance and/or arbitration procedure and said procedure can no longer be utilized to adjust the grievance.

E. Upon request in writing, either party may grant an extension of time to respond to any step in the grievance procedure.

5. Longevity pay shall be considered as part of base wages, for the purpose of computing overtime pay, holiday pay, vacation pay, sick pay and retirement. Entitlement of longevity is based on the employee's initial date of hire.
6. Employees hired after January 1, 1975 will not be entitled to longevity pay. The longevity provisions contained herein will continue to full force for all employees hired prior to January 1, 1975.

4. While assigned to the 4:00 pm to 12:00 midnight and 11:00 pm to 7:00 am work shifts described in subparagraphs 1,2 and 3 above, employees shall receive thirty (30) cents per hour for each hour worked in addition to their regular hourly rate of pay.

5. In the event of an emergency or periods of abnormal workloads, the City may assign no more than five (5) day employees working the 7:00 am - 3:30 pm or 8:00 am - 4:30 pm shifts to either 4:00 pm to 12:00 midnight or the 12:00 midnight to 8:00 am shift, Monday through Friday. No employee shall be assigned to either shift for a period of more than four (4) consecutive months, nor more than twice in one (1) calendar year. Qualified volunteers, followed by least classification seniority employees will be the order of assignment.

6. The City will not require an employee to take time off to compensate for time worked in excess of eight (8) hours each work day or forty (40) hours in a work week.

7. The City may adjust the starting and ending times noted above by up to ninety (90) minutes during the months of May, June, July, August and September after giving fifteen (15) calendar days notice in writing to the Union.

shift, the employee will be paid a minimum of two (2) hours pay for such work.

2. One and one-half (1 ½) times the straight time hourly rate of pay shall be paid for scheduled work performed on a holiday in addition to holiday pay.

3. Two (2) times the straight time hourly rate of pay shall be paid for all work performed on an employee's second scheduled day of rest.

4. Opportunity to earn premium pay shall be rotated with the intention to achieve equalization of premium pay earnings within each class of work, provided the employee is qualified to perform the overtime assignment.

5. Overtime either worked or refused by an individual employee shall be posted on the City's bulletin board on a weekly basis. An employee will be charged with having worked overtime if he cannot be reached by the telephone. The City will in such cases note the time the telephone call was placed.

6. In the event of an emergency employees shall be required to work overtime in accordance with the established overtime rules.

7. An employee may at his request be relieved of duty after sixteen (16) continuous hours on duty.

B. Personal Days

1. Full-time employees covered under this Agreement hired prior to January 1, 1995 will be eligible for two (2) personal days annually.

2. Full-time employees covered on this Agreement hired on or after January 1, 1995 will be eligible for personal days as follows:

After six (6) months of active employment - 1 personal day

After eleven (11) months of active employment - 2 personal days

3. Request for a personal day off must be made at least three (3) days in advance and will be granted provided City operations so permit.

4. All personal days must be taken before the end of the calendar year.

5. No payments will be made in lieu of unused personal days.

B. Vacation may be scheduled at any time during the year to the extent it is practicable to do so.

C. In the event a holiday named in this Agreement falls during an employee's vacation period, such employee shall receive an additional day's vacation, the next scheduled working day following the vacation period.

D. Vacations shall be selected by December 15th of each year and scheduled by the City no later than March 1st of the following year.

E. Senior employees shall be given preference in the selection of vacation periods within their particular classification.

F. Vacation pay will be paid on the pay day prior to the start of the vacation period, upon request of the individual employee, on a minimum of ten (10) working days in advance notice.

G. Earned vacations for less than one (1) year of service shall be granted during the first (1st) calendar year of employment.

H. During the second (2nd) full calendar year of employment and every year of employment thereafter, earned vacation shall be granted in accordance with the aforementioned schedule.

I. After the first (1st) full calendar year of employment, the amount of vacation shall be determined by the anniversary date of employment. Such vacation shall be granted during the calendar year of said anniversary date.

J. If any employee leaves the Department or is terminated for reasons other than retirement or layoff, earned vacation reimbursement will be determined by the employee's anniversary date of employment.

medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring recurring absences at one (1) day or less in which case only one certificate shall be necessary for a period of six (6) months.

G. In the event an employee suffers an on the job accident, said employee will be paid for any time lost on that particular work shift as a result of the accident.

H. Any employee who has accumulated ninety (90) or more days of earned sick leave may at his option sell back sick leave days during the period of January 1st through January 15th of the succeeding year at his prevailing salary according to the following schedule:

<u>SICK DAYS TAKEN</u>	<u>BANK</u>	<u>CASH</u>
0	10 DAYS	5 DAYS
1	10 DAYS	4 DAYS
2	10 DAYS	3 DAYS

I. During Protracted periods of illness or disability of an employee, the Department Head may require interim reports on the condition of the patient at weekly or bi-weekly periods from the attending physician and/or a City medical physician.

ARTICLE XI

HEALTH INSURANCE

A. The City shall provide each employee at the City's own cost and expense the following Health Care Insurance with dependent coverage:

1. B/C & B/S Health Insurance
2. Major Medical
3. Dental Care
4. Vision Care
5. Prescription Plan

B. The City shall provide all employees and their eligible dependents with dental care plan, vision care plan and prescription drug plans. The entire cost of premiums to these benefit plans will be paid by the City. The prescription co-payment shall be as follows:

1. Effective January 1, 1998, \$3.50 for generic drugs and \$5.00 for name brand drugs.

2. Effective December 31, 2000, \$5.00 for generic drugs and \$10.00 for name brands.

3. If available, a mail order three (3) month maintenance prescription program will be provided.

C. Disability Benefits coverage under the New Jersey Division of Unemployment and Disability Insurance Program. It is mandatory for all employees to participate in the payment of premiums to said Temporary Disability Insurance to the extent dictated solely by the New Jersey Division of Unemployment and Disability.

D. The City will provide all employees with Workers Compensation Insurance.

coverage.

7. In the event an employee seeking to return to the City Health Plan is not eligible for immediate coverage under such plan, the City will pay for COBRA coverage at a cost not to exceed the cost of premiums being paid for by the employer under the City Health Plan.

F. The City reserves the right to change insurance carriers and/or plans or to self-insure so long as substantially similar benefits are provided. The City will notify the Union not less than thirty (30) days prior to the change.

ARTICLE XIII

LEAVE OF ABSENCE

A. Any recognized official of the Union will be granted a leave of absence without pay for the purpose of attending to Union business off the job, provided said absence does not unreasonably affect departmental operations.

B. The Union will give at least five (5) calendar days notice for such a request.

C. Military Leave

1. Employees enlisting or entering the Military or Naval Service of the United States, pursuant to the provisions of the Universal Military Training and Service Act and amendments thereto shall be granted all rights and privileges provided by the Act.

2. An employee called to serve ANACDUTRA (Annual Active Duty Training) will be excused from work for this period and will be paid his regular daily earnings for such time he is required to be in ANACDUTRA attendance.

ARTICLE XV

ACCUMULATED SICK LEAVE ON DEATH, RETIREMENT OR LAYOFF

Upon retirement, death or layoff only, an employee, his heirs or estate will be paid one (1) day of base pay for each three (3) days of the first two hundred one (201) days of accumulated earned sick leave, and one (1) day of base pay for each two (2) days of accumulated earned sick leave over and above two hundred one (201) days to a maximum total reimbursement of nine thousand five hundred dollars (\$9,500.00).

C. Challenging Assessment Procedure

1. The Union agrees that it has established a procedure by which a non-member employee(s) in the unit can challenge the assessment, as in N.J.S.A. 34:13A-5.6.

2. In the event that the challenge is filed, the deduction of the fair share fee shall be held in escrow by the City pending final resolution of the challenge.

D. Deduction of Fee

No fee shall be deducted for any employee sooner than:

- a. Thirtieth (30th) day following the notice of the amount of the fair share fee;
- b. Satisfactory completion of a probationary period;
- c. The tenth (10th) day following the beginning of employment for employees entering into work in the bargaining unit from re-employment lists.

E. Payment of Fee

The City shall deduct the fee from the earnings of the employee and transmit the fee to the Union on a monthly basis during the term of this Agreement.

F. Union Responsibility

The Union assumes the responsibility for acquainting its members, as well as other employees affected by the representation fee, of its implications, and agrees to meet with employees affected upon request to answer any questions pertaining to this provision.

G. Miscellaneous

- 1. The Union shall indemnify, defend and save the City harmless against

2. The Union shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon salary deduction authorization cards as furnished by the Union to the City or in reliance upon the official notification on the letterhead of the Union signed by the President of the Union advising of such changed deduction.

E. Nothing contained in this Agreement shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity in the event of such breach by the Union or its members.

F. The City covenants and agrees that there will be no lockout of employees.

gear, rubber boots and work gloves, rubber gloves, leather gloves, safety hats, safety vests and safety glasses. Flashing warning lights and other types of safety clothing and equipment will also be provided and similarly replaced by the City on a selective need basis as determined by the City.

F. The loss or theft of any City issue of safety or protective clothing, or equipment described in Paragraph D hereof, shall be immediately replaced by the individual employee at his own cost and expense.

ARTICLE XX

PROMOTIONS, DEMOTIONS AND TRANSFERS

A. It is the intention of the City to fill job vacancies from within the bargaining unit whenever possible before hiring new employees.

B. Promotion is hereby defined as a move from a lower pay grade to a higher pay grade.

C. Notice of all job vacancies shall be posted on the bulletin board and will include job title, labor grade, and a brief description of job duties including qualifications and necessary skills. Those employees who make application during the posting period will be considered for the job. The posting period shall be eleven (11) work days.

D. Temporary promotions shall be offered to the most senior qualified employee who bids for the job in accordance with the attached promotional chart.

E. An employee who is promoted to a higher position shall receive the rate of the new job classification. All employees so promoted shall be placed on the higher rated job for a trial period of three (3) months. In the event the employee does not successfully pass this three (3) month trial period, such employee shall be given his former position without any loss of seniority or pay.

ARTICLE XXII

DISCHARGE AND DISCIPLINE

A. The City shall not discharge or suspend any employee without just cause.

B. Except in cases where the City has determined to impose an immediate suspension and/or remove the employee from the premises, prior to the discipline, suspension or discharge of employee, the City shall confer with a Union representative.

C. Oral discipline or reprimands need not be reduced to writing. Disciplinary action which is reduced to writing by letter or memorandum shall be given to the employee, the Union at its office and the Shop Steward.

D. The failure of an employee driver of the city motor vehicles or equipment to report the revocation of said employee's New Jersey State drivers license may result in suspension or other disciplinary action.

E. The Union and the City maintain that habitual offenders of the City's rules and regulations, departmental rules and regulations, Civil Service rules and regulations, shall be given an opportunity to improve their work habits. An habitual offender is defined as an employee who commits three (3) offenses of the same or similar nature. Once an employee is classified as habitual he will be given a final written warning. Any further offense or offenses may result in permanent discharge of said habitual offender.

ARTICLE XXIV

OTHER CONDITIONS

A. Vacancies in lateral job assignments of each job classification will be filled by the most qualified employee. A senior employee may question a lateral assignment of an employee with less seniority.

B. The City agrees that it will not be unreasonable or arbitrary in making a determination as to whether or not such employee is qualified for the lateral assignment, and is subject to the first three (3) steps of the Grievance Procedure. A grievance which arises from this provision is not arbitrable.

C. All new employees will be advised of the City's policies, procedures and work rules and will be given a copy of the appropriate job description sheet.

D. The City agrees not to deduct wages from time spent by an employee during regular work hours to receive medical treatment arising from an on-the job injury. Such employee shall return to work upon completion of medical treatment whenever it is possible to do so.

E. The City agrees to provide annually at no cost to employees flu shots, providing the administration of shots is done on the employee's own time. The Union shall provide the City with a list of the employees requesting the shots and the City shall determine the doctor, place and time.

F. The City shall to the fullest extent possible assign all new laborer employees hired after January 1, 1982 to sanitation trucks in the order of least seniority, except that more senior employees may volunteer for such assignments; or except such employees deemed unqualified for alternate laborer assignments; or an individual hired with a particular skill.

ARTICLE XXV

SHOP STEWARDS

A. The City recognizes the right of the Union to designate a single Shop Steward and a single Shop Steward Alternate.

B. The authority of the Shop Steward and alternate so designated by the Union shall be limited to, and shall not exceed the following duties and activities:

1. The investigation and presentation of grievances

2. The transmission of such messages and information which shall originate with, and are authorized by the local Union or its officers.

C. The Shop Steward and alternate have no authority to take strike action or any other action interrupting the City's business.

D. The Shop Steward and alternate shall be permitted to investigate, present and process grievances without loss of time or pay. Such time spent in handling grievances shall be within reasonable limits and shall be considered working hours in computing daily and/or weekly overtime.

E. The Shop Steward or alternate shall obtain permission to leave his job assignment from his supervisor. The Supervisor shall give such Shop Steward or alternate an "Off-the-Job" slip, providing departmental operations are not unreasonably affected. It is not the intent of the City of prevent the Shop Steward or alternate from carrying out their duties or responsibilities.

ARTICLE XXVI

VISITATION RIGHTS

Providing proper advance notice is given, a representative or representatives of the Union shall have access during working hours to all facilities, buildings, grounds, and other places in which employees covered by this Agreement work for the purpose of adjusting grievances, negotiating the settlement of disputes, investigating working conditions and generally for the purpose of carrying into effect the provisions and aims of this Agreement.

ARTICLE XXVIII

MISCELLANEOUS

A. Weekly pay

1. The City agrees to pay wages earned on a weekly basis which will include wages for overtime hours.
2. Employees will be paid by check every week.
3. Employees will be paid during working hours. When pay day falls on a holiday, then the preceding day will be pay day.

B. Classification and Wages

1. An employee in a particular classification who does not receive the maximum rate of pay for the classification to which he is assigned shall receive the next higher increment rate at the end of each twelve (12) month period of employment until the employee receives the maximum rate of pay for his classification. Whenever a general wage increase is granted, it shall be in addition to any increment entitlement.
2. All drivers and laborers shall receive the Sanitation Truck Driver and Sanitation Laborer hourly rates of pay only when assigned to a sanitation truck to collect garbage or trash. Also, all truck drivers and laborers assigned to driving snow plowing equipment during the emergency period of a snow storm shall receive the Sanitation Truck Driver rate of pay.
3. The Senior Laborer, a position assigned at the sole discretion of the Superintendent of Public Works, shall receive a differential of fifty cents (.50) per hour above the Laborer rate of pay.
4. The salaries for employees covered under this Agreement during the

ARTICLE XXIX

SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any employee or group of employees or group of employees is held invalid by operation of law or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative; however, all other provisions shall not be affected and shall remain in full force and effect.

ARTICLE XXXI

DURATION OF AGREEMENT

This Agreement shall be in full force and effect as of January 1, 1998 and shall remain in effect to and including December 31, 2000, with a re-opener on salary only (unless otherwise agreed to by the parties) for the year 2000. The party wishing to re-open the Agreement in the year 2000 shall give the other party notice in writing no sooner than September 1, 1999 no later than September 30, 1999.

This Agreement shall continue in full force and effect from year to year after 2000, until one party or other gives notice, in writing, no sooner than one hundred twenty (120) days nor later than ninety (90) days prior to the expiration of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals at the City of Linden on this 18th day of July 2000.

PUBLIC EMPLOYEES SERVICE
UNION LOCAL 702

James A. Ventullo

SHOP ACTING
STEWARDS

Joseph Kiemurster

Danny W. Hagedorn

Arthur J. Salinas

Reggie Webb

CITY OF LINDEN

Charles J. Creel
MAYOR

ATTEST:

Val D. Imbriaco

VAL D. IMBRIACO, CITY CLERK

SALARY SCHEDULE A
TIER 2
JANUARY 1,1998 THROUGH DECEMBER 31,2000
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 1995

<u>GRADE</u>	<u>JOB TITLE</u>	<u>YEAR</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>
1	LABORER	1998	10.00	11.00	12.00	13.00
		1999	10.00	11.00	12.00	13.00
		2000	10.00	11.00	12.00	13.00
2	SANITATION/RECYCLING LABORER	1998	11.00	12.00	13.00	14.00
		1999	11.00	12.00	13.00	14.00
		2000	11.00	12.00	13.00	14.00
3	RADIO DISPATCHER	1998	12.00	13.00	14.00	14.50
	MECHANICS HELPER	1999	12.00	13.00	14.00	14.50
	TREE TRIMMER	2000	12.00	13.00	14.00	14.50
	TRUCK DRIVER					
4	BODY & FENDER MECHANIC	1998	13.00	14.00	15.00	15.00
	MECHANIC	1999	13.00	14.00	15.00	15.00
	MOTOR BROOM DRIVER	2000	13.00	14.00	15.00	15.00
	SANITATION DRIVER					
5	HEAVY EQUIP. OPERATOR	1998	16.00	16.00	16.00	16.00
	SENIOR MECHANIC	1999	16.00	16.00	16.00	16.00
	SENIOR TREE TRIMMER	2000	16.00	16.00	16.00	16.00
	TREE CLIMBER					
	WELDER					

Individuals receive a percentage raise only after they have attained their maximum in title.

A G R E E M E N T

BETWEEN

CITY OF LINDEN

And

PUBLIC EMPLOYEES SERVICE UNION LOCAL 702

(Department of Public Works)

JANUARY 1, 1998 THROUGH DECEMBER 31, 2000
(AMENDMENT TO AGREEMENT SIGNED ON MAY 20, 1999)

LAW OFFICES

DORF & DORF, P.C.
2376 St. Georges Avenue
Rahway, New Jersey 07065

PUBLIC EMPLOYEES SERVICE
UNION LOCAL 702

CITY OF LINDEN

Attest:

Val D. Imbriaco, City Clerk

Union Representative

SALARY SCHEDULE A
TIER 2
JANUARY 1,1998 THROUGH DECEMBER 31,2000
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 1995

<u>GRADE</u>	<u>JOB TITLE</u>	<u>YEAR</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>
1	LABORER	1998	10.00	11.00	12.00	13.00
		1999	10.00	11.00	12.00	13.00
		2000	10.00	11.00	12.00	13.00
2	SANITATION/RECYCLING LABORER	1998	11.00	12.00	13.00	14.00
		1999	11.00	12.00	13.00	14.00
		2000	11.00	12.00	13.00	14.00
3	RADIO DISPATCHER	1998	12.00	13.00	14.00	14.50
	MECHANICS HELPER	1999	12.00	13.00	14.00	14.50
	TREE TRIMMER	2000	12.00	13.00	14.00	14.50
	TRUCK DRIVER					
4	BODY & FENDER MECHANIC	1998	13.00	14.00	15.00	15.00
	MECHANIC	1999	13.00	14.00	15.00	15.00
	MOTOR BROOM DRIVER	2000	13.00	14.00	15.00	15.00
	SANITATION DRIVER					
5	HEAVY EQUIP. OPERATOR	1998	16.00	16.00	16.00	16.00
	SENIOR MECHANIC	1999	16.00	16.00	16.00	16.00
	SENIOR TREE TRIMMER	2000	16.00	16.00	16.00	16.00
	TREE CLIMBER					
	WELDER					

Individuals receive a percentage raise only after they have attained their maximum in title.